

OFFICE OF THE GENERAL COUNSEL

MEMORANDUM GC 91-4

June 5, 1991

TO: All Regional Directors, Officers-in-Charge,  
and Resident Officers

FROM: Jerry M. Hunter, General Counsel

SUBJECT: Health Care Unit Placement Issues

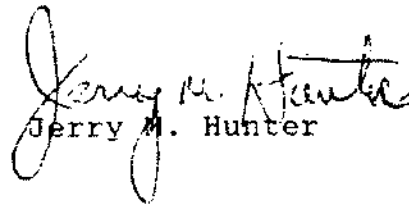
GC Memorandum 91-3 set forth guidelines for the application of the Board's Health Care Rule. One important purpose of the rule is to establish stable and consistent law with respect to appropriate health care units covered by the rule, so as to reduce the frequency and the length of hearings.

There will, of course, continue to be disagreements as to unit placement issues in some health care cases, both those covered by the rule and those not covered. Although in most cases those disagreements will render stipulated elections impossible and hence necessitate hearings, the Regions should do everything possible to avoid unnecessarily lengthy litigation over unit placement issues, especially those that are clearly governed by outstanding Board precedent. Obviously parties cannot be forced to stipulate a unit placement issue, but in some cases it may be appropriate, in advance of the hearing, to advise the parties of relevant Board precedent as to disputed classifications. I am hopeful that this information will result in an agreement on some or all the disputed classifications.

When, however, efforts at a stipulation are unsuccessful and a party continues to adhere to a position that appears contrary to outstanding Board law or policy, the Board agent or hearing officer should advise the party that, at the hearing which will necessarily ensue, the hearing officer may solicit a showing, e.g., an offer of proof as to what the party's witnesses would testify to regarding how the job classification differs from that in one or more prior cases in which the classification has been addressed by the Board. (See CHM Secs. 11226 and 10396 for discussion of Offers of Proof.)

To assist the Board agents in handling these matters, we are attaching research materials on various frequently-litigated health care unit classifications. As these materials reflect, the Board law as to the placement of many of these classifications has

been generally consistent since 1974. Thus, in some cases it may not be necessary for a hearing officer to permit extensive testimony on covered unit positions except to the extent the party offering this testimony is able to distinguish the disputed, classification from a line of consistent Board cases. The attached research materials may also be of assistance to Regional staffs in the drafting of decisions. The attached materials are, as indicated, offered for assistance only, and have not been "approved" by the Board as representing the current thinking of any particular Board Member or, in fact, even of a majority of the current Board. They have merely been compiled to minimize duplication of research and will, we hope, be supplemented and updated periodically.

  
Jerry M. Hunter

Attachment

Distribution:

Washington - Special  
Regional - All Professionals  
NLRBU

MEMORANDUM GC 91-4

I. REGISTERED NURSES - Professional employees involved in direct patient care who have graduated from an accredited nursing school and are required to pass a uniform state licensing exam. The following classifications have generally been included in RN units:

Graduate Nurses or Nurse Permittees - Nursing school graduates who, pursuant to temporary state permits, perform RN duties under RN supervision until such time as they pass the state licensing exam. Mercy Hospitals of Sacramento, 217 NLRB 765 (1975); Meharry Medical College, 219 NLRB 488, 489 (1975); St. Elizabeth's Hospital of Boston, 220 NLRB 325 (1975); St. Mary's Hospital, Inc., 220 NLRB 496 n. 3 (1975); Lydia E. Hall Hospital, 227 NLRB 573 (1976).

Non-Nursing Dept. Nurses - RNs who are assigned to departments or divisions other than Nursing Services. St. Mary's Hospital, Inc., 220 NLRB 496, 498 (1975) (epidemiology, product evaluation, and employee health service); Newton-Wellesly Hospital, 250 NLRB 409, 414 (1980) (pathology and employee health); Frederick Memorial Hospital, 254 NLRB 36, 39 (1981), rev'd and remanded on other grounds 691 F.2d 191 (4th Cir. 1982) (operating room, recovery room, home care, infection surveillance, and oncology); Milwaukee Children's Hospital Assoc., 255 NLRB 1009, 1010 (1981) (emergency room, poison control, child & adolescent center, employee health services, pediatric-medical education, and pediatric-cancer); The Long Island College Hospital, 256 NLRB 202, 207 (1981) (kidney center, methadone clinic, home care, and alcoholism treatment).

Nurse Anesthetists - RNs who work in the Anesthesiology Department. Trustees of Noble Hospital, 218 NLRB 1441, 1444 (1975); Kaiser Foundation Hospitals, 219 NLRB 325, 326 n.2 (1975); Samaritan Health Services, Inc., 238 NLRB 629, 634 n. 14 (1978); Addison-Gilbert Hospital, 253 NLRB 1010 (1981). But cf. The Long Island College Hospital, 256 NLRB 202, 207 n. 21 (1981) (accepting stip excluding nurse anesthetists from RN unit where "record accords with the stip").

Nurse Instructors or Faculty Nurses - RNs who provide nursing instruction. The Presbyterian Medical Center, 218 NLRB 1266, 1267 (1975); Jersey Shore Medical Center-Fitkin Hospital, 225 NLRB 1191 (1976); Ohio Valley Hospital Assoc., 230 NLRB 604 (1977); Newton-Wellesley Hospital, 250 NLRB 409, 414 (1980). But cf. The Long Island College Hospital, 256 NLRB 202, 207 n. 21 (1981) (accepting stip excluding instructors from RN unit where "record accords with the stip").

Nurse Practitioners - RNs with additional education and training who have the authority, subject to review by a licensed physician, to make diagnoses and prescribe medications and therapy. Rockridge Medical Care Center, 221 NLRB 560 (1975).

Conversely, the following classification has been excluded from RN units:

Admitting Officers - RNs whose duties are limited to admitting and discharging patients. Newton-Wellesly Hospital, 219 NLRB 699, 704 (1975) (duties are primarily clerical).

Finally, there are cases going both ways on whether the following classification should be included in RN units:

Utilization Review Coordinators - RNs whose primary function is reviewing patient medical charts to evaluate whether the care provided is within administrative, government, and insurance guidelines. Held included: The Trustees of Noble Hospital, 218 NLRB 1441, 1444-45 (1975); Samaritan Health Services, Inc., 238 NLRB 629, 634 n.14 (1978); The Long Island College Hospital, 256 NLRB 202 (1981).  
Contra: Addison-Gilbert Hospital, 253 NLRB 1010, 1011-12 (1981); Ralph K. Davies Medical Center, 256 NLRB 1113, 1117 (1981) (duties are primarily administrative). See also St. James Memorial Hospital of Newark, 248 NLRB 1045, 1046 (1980) (finding that stip'd professional unit which included utilization review coordinators did not contravene Act or policy).

II. ALL PROFESSIONALS EXCEPT RNS AND PHYSICIANS  
Includes all employees defined as professional within the meaning of Sec. 2(12) of the Act, except for physicians and registered nurses. (See Board's Health Care Rules, 284 NLRB 1553). The following classifications have been held to be included:

Audiologists - Sutter Community Hospital, 227 NLRB 181, 185 (1976)

Chemists - Barnert Memorial Hospital Center, 217 NLRB 775, 783 (1975).

Counselor Consultants - (oversee client-related work of counselors and senior counselors but are not managerial or possess 2(11) authority). Buffalo General Hospital, 218 NLRB 1090, 1093 (1975).

Dieticians - The Mason Clinic, 221 NLRB 374, 376 (1975);  
Sutter Community Hospitals, 227 NLRB 181, 188 (1975).

Educational Programmer - develops training programs on use of dialysis equipment for presentation to patients and medical personnel. Sutter Community Hospital, 227 NLRB 181, 188 (1976).

Educator - special education teacher who works with adolescents implementing educational programs required by physician. Mount Airy Psychiatric Center, 253 NLRB 1003, 1005 (1981).

Medical Artists - depict medical procedures performed by MD's, illustrate parts of anatomy for use in educational or graphic demonstrations, prepare charts and graphs illustrating effects of treatment. The Mason Clinic, 221 NLRB 374, 376 (1975).

Nuclear Physicist - Sutter Community Hospital, 227 NLRB 181, 185 (1976).

Pharmacists - Mount Airy Psychiatric Center, 253 NLRB 1003, 1005 (1981); San Jose Hospital, 228 NLRB 21 (1977); Kaiser Foundation, 219 NLRB 325 (1975).

Social Worker - Mount Airy Psychiatric Center, 253 NLRB 1003, 1005 (1981); Gnaden Huetten Memorial Hospital, 219 NLRB 235, fn. 1 (1975)

Technologists (medical lab; cardiopulmonary) - St. Barnabas Hospital, 283 NLRB 472 (1987) (technologists found to be professionals based on exercise of discretion and independent judgment, duties performed were predominantly intellectual and varied, and output could not be standardized in relation to a given period of time. Although not required to have college degree, 20 of 26 techs. held degrees.) Cf. Middlesex General Hospital, 239 NLRB 837 (1978) (techs. found not to be professionals) and Norton Community Hospital, 291 NLRB No. 150 n. 10 (1988) (record did not support finding that technologists were professionals). See, Sec. III "Technical Employees" (laboratory technicians).

Therapists (physical, recreational, occupational) - Mount Airy Psychiatric Center, 253 NLRB 1003, 1005 (1981); Sutter Community Hospitals, 227 NLRB 181, 187 (1975).

Utilization Review Coordinator - reviews patient medical charts to determine if hospitalization is warranted under Medicare/Medicaid. St. James Hospital of Newark, 248 NLRB 1045, 1046 (1980); See Sec. I, "Registered Nurses" (Utilization Review Coordinators); but see also Sec. V, "All Nonprofessional Employees" (Utilization Review Coordinator included in service and maintenance unit in Baptist Memorial Hospital, 225 NLRB 1165, 1170 (1976).

III. TECHNICAL EMPLOYEES - Employees whose job/jobs involve the use of independent judgment and specialized training in major health care occupational groups such as medical laboratory, respiratory therapy, radiography, emergency medicine and medical records. They supply a support role and work in patient care. Although the laws on licensing, training, registration and qualifications vary, most health care technical employees are certified (usually by a national examination) licensed or registered with state authorities. (For additional detail see 284 NLRB 1553-1555.) The following classifications have generally been included in Technical units:

Infant Care Technicians - Barnert Memorial Hospital Center, 217 NLRB 775, 779 (1975)

Laboratory Technicians - Mad River Community Hospital, 219 NLRB 25 (1975); Trinity Memorial Hospital of Cudahy, 219 NLRB 215, 218 (1975); Alexian Brothers Hospital, 219 NLRB 1122 (1975); William W. Bockus Hospital, 220 NLRB 414, 417 (1975); Children's Hospital of Pittsburgh, 222 NLRB 588, 591 (1976) But compare Laboratory Technologists. See Children's Hospital of Pittsburgh, 222 NLRB 588, 590 ((1976)(finding laboratory technologists to be professionals). See also Sec. II "All Professionals except RNs and Physicians" (Technologists).

Licensed Practical Nurses - Trinity Memorial Hospital of Cudahy, 219 NLRB 215, 216 (1975); Alexian Brothers of Elizabeth, 219 NLRB 1122 (1972); St. Catherine's Hospital of Dominican Sisters, 217 NLRB 787 (1975). See also discussion of Rule, 284 NLRB 1528, 1555 (1988)

Operating Room Technicians (Surgical Technicians) - Barnert Memorial Hospital Center, 217 NLRB 775, 780 (1975)(certified ORT); Trinity Memorial Hospital of Cudahy, 219 NLRB 215, 216 (1975); William W. Bockus Hospital, 220 NLRB 414, 418 (1975).

Compare: St. Elizabeth's Memorial Hospital of Boston, 220 NLRB 325, 329 (1975)(including ORT in service and maintenance unit).

Orthopedic Technicians - Barnert Memorial Hospital Center,  
217 NLRB 775, 779 (1975)

Physical Therapy Assistants - Trinity Memorial Hospital of  
Cudahy, 219 NLRB 215, 216 (1975)

Psychiatric Technicians (Mental Health Counselor) -  
Barnert Memorial Hospital Center, 217 NLRB 775, 778 (1975);  
Southern Maryland Hospital, 274 NLRB 1470, 1475 (1975)

Respiratory Therapy Technicians (Pulmonary Function  
Therapist) - Trinity Memorial Hospital of Cudahy, 219 NLRB  
215, 216 (1975); St. Elizabeth's Hospital of Boston, 220 NLRB  
325, 327 (1975); William W. Bockus Hospital, 220 NLRB 414,  
417 (1975); Children's Hospital of Pittsburgh, 222 NLRB 588,  
593 (1976); Alexian Brothers Hospital, 219 NLRB 1122, n. 5  
(1975)

Surgical Assistants - Trinity Memorial Hospital of Cudahy,  
219 NLRB 215, 217 (1975)

X-Ray (Radiology) Technicians (Technologists) - Barnert  
Memorial Hospital Center, 217 NLRB 775, 778 (1975); Mad River  
Community Hospital, 219 NLRB 25 (1975); Trinity Memorial  
Hospital of Cudahy, 219 NLRB 215, 217 (1975); Clarion  
Osteopathic Hospital, 219 NLRB 248, 249 (1975); Alexian  
Brothers Hospital, 219 NLRB 1122 (1975); St. Elizabeth's  
Hospital of Boston, 220 NLRB 325, 328 (1975); William W.  
Bockus Hospital, 220 NLRB 414, 416 (1975); Pontiac  
Osteopathic Hospital, 227 NLRB 1702, 1707 (1977)

Conversely, the following classifications have generally been  
found not to be technical employees and are excluded from a  
technical unit:

Dark Room Technicians - Barnert Memorial Hospital Center, 217  
NLRB 775, 778 (1975); St. Elizabeth's Hospital of Boston, 220  
NLRB 325, 329 (1975); William W. Bockus Hospital, 220 NLRB  
414, 416 (1975); Southern Maryland Hospital, 274 NLRB 1470,  
1475 (1975)

EEG Technicians - Barnert Memorial Hospital Center, 217 NLRB  
775, 778 (1975); Trinity Memorial Hospital of Cudahy, 219  
NLRB 215, 218 (1975); St. Elizabeth's Hospital of Boston, 220  
NLRB 325, 329 (1975); William W. Bockus Hospital, 220 NLRB  
414, 417 (1975); Pontiac Osteopathic Hospital, 227 NLRB 1706,  
1707 (1975).

Compare Southern Maryland Hospital, 274 NLRB 1470, 1476  
(1975) (including EEG Tech in technical unit).

EKG Technicians - Barnert Memorial Hospital Center, 217 NLRB 775, 777 (1975); Trinity Memorial Hospital of Cudahy, 219 NLRB 215, 218 (1975); St. Elizabeth's Hospital of Boston, 220 NLRB 325, 329 (1975); William W. Bockus Hospital, 220 NLRB 414, 417 (1975); Pontiac Osteopathic Hospital, 227 NLRB 1706, 1707 (1975); Southern Maryland Hospital, 274 NLRB 1470, 1473 (1975);

IV. BUSINESS OFFICE CLERICALS - Those clerical employees who, because they perform business office functions, are geographically isolated from and have minimal contact with other non-professional employees and patients, are separately supervised, and thus do not share a community of interest with other non-professionals. The following classifications have generally been found to be business office clericals:

Accounting Clerks - St. Catherine's Hospital of Dominican Sisters of Kenosha, 217 NLRB 787, 789 (1975); Trumbull Memorial Hospital, 218 NLRB 796 (1975); Valley Hospital, Ltd., 220 NLRB 1339, 1343 (1975); Seton Medical Center, 221 NLRB 120 (1975); St. Luke's Episcopal Hospital, 222 NLRB 674, 676 (1976); Baker Hospital, Inc., 279 NLRB 308 (1986).

Administration Clerks - Trumbull Memorial Hospital, 218 NLRB 796 (1975); St. Luke's Episcopal Hospital, 222 NLRB 674, 676 (1976).

Audit Clerks - Trumbull Memorial Hospital, 218 NLRB 796 (1975); Seton Medical Center, 221 NLRB 120 (1975); St. Luke's Episcopal Hospital, 222 NLRB 674, 676 (1976).

Cashiers - St. Catherine's Hospital of Dominican Sisters of Kenosha, 217 NLRB 787, 789 (1975); Southwest Community Hospital, 219 NLRB 351, 352 (1975); St. Claude General Hospital, 219 NLRB 991 (1975); William W. Backus Hospital, 220 NLRB 414, 415 (1975); Valley Hospital, Ltd., 220 NLRB 1339, 1343 (1975); Seton Medical Center, 221 NLRB 120 (1975).

Communications Clerks (See also Switchboard, Telephone & PBX Operators) - St. Luke's Episcopal Hospital, 222 NLRB 674, 676 (1976); Jewish Hospital of Cincinnati, 223 NLRB 614, 621 (1976).

Computer Operators & Programers - Trumbull Memorial Hospital, 218 NLRB 796, 797 (1975); St. Francis Hospital, 219 NLRB 963, 964 (1975).



Credit & Collection Clerks - Trumbull Memorial Hospital, 218 NLRB 796, 797 (1975); Valley Hospital, Ltd., 220 NLRB 1339, 1343 (1975); Seton Medical Center, 221 NLRB 120 (1975).

Credit Union Clerks - St. Luke's Episcopal Hospital, 222 NLRB 674, 676 (1976).

Data Processors, Key punch Operators & Data Control Clerks - Trumbull Memorial Hospital, 218 NLRB 796, 797 (1975); St. Francis Hospital, 219 NLRB 963, 964 (1975); William W. Backus Hospital, 220 NLRB 414, 415 (1975); Valley Hospital, Ltd., 220 NLRB 1339, 1343 (1975); Seton Medical Center, 221 NLRB 120, 121-122 (1975).

Insurance Clerks - Trumbull Memorial Hospital, 218 NLRB 796, 797 (1975); Valley Hospital, Ltd., 220 NLRB 1339, 1343 (1975); Seton Medical Center, 221 NLRB 120 (1975).

Management Engineering Clerks - St. Luke's Episcopal Hospital, 222 NLRB 674, 676 (1976).

Personnel & Payroll Clerks - Trumbull Memorial Hospital, 218 NLRB 796, 797 (1975); St. Luke's Episcopal Hospital, 222 NLRB 674, 676 (1976);

Planning & Development Clerks - Seton Medical Center, 221 NLRB 120 (1975); St. Luke's Episcopal Hospital, 222 NLRB 674, 676 (1976);

Public Relations & Community Affairs Clerks - William W. Backus Hospital, 220 NLRB 414, 415 (1975); St. Luke's Episcopal Hospital, 222 NLRB 674, 676 (1976).

Switchboard, Telephone & PBX Operators - St. Catherine's Hospital of Dominican Sisters of Kenosha, 217 NLRB 787, 789 (1975); St. Francis Hospital, 219 NLRB 963, 964 (1975); St. Claude General Hospital, 219 NLRB 991 (1975); Valley Hospital, Ltd., 220 NLRB 1339, 1343 (1975); Seton Medical Center, 221 NLRB 120 (1975); Medical Arts Hospital of Houston, 221 NLRB 1017, 1018 (1975); Baptist Memorial Hospital, 225 NLRB 1165, 1168-69 (1976); Duke University, 226 NLRB 470, 471 (1976).

Volunteer Dept. Clerks - Seton Medical Center, 221 NLRB 120 (1975).

Conversely, the following classifications have generally been found not to be business office clericals:

Emergency Room Clerks - St. Elizabeth's Hospital of Boston, 220 NLRB 325 n.1 (1975); William W. Backus Hospital, 220 NLRB 414, 416 (1975).

Housekeeping Clerks - William W. Backus Hospital, 220 NLRB 414, 415 (1975); Baptist Memorial Hospital, 225 NLRB 1165, 1167-68 (1976).

Laboratory Clerks/Secretaries - Kanawha Valley Memorial Hospital, 218 NLRB 846 (1975); Gnaden Huetten Memorial Hospital, 219 NLRB 235, 236-37 (1975); William W. Backus Hospital, 220 NLRB 414, 415 (1975); Baptist Memorial Hospital, 225 NLRB 1165, 1167-68 (1976).

Library Clerks - Jewish Hospital of Cincinnati, 223 NLRB 614, 622 (1976); Duke University, 226 NLRB 470, 471 (1976).

Maintenance Clerks - William W. Backus Hospital, 220 NLRB 414, 415 (1975).

Medical Dept. Clerks - Trumbull Memorial Hospital, 218 NLRB 796 (1975); St. Elizabeth's Hospital of Boston, 220 NLRB 325 n. 1 (1975); St. Luke's Episcopal Hospital, 222 NLRB 674, 677 (1976); Baptist Memorial Hospital, 225 NLRB 1165, 1167-68 (1976); Duke University, 226 NLRB 470 (1976).

Operating Room Clerks - William W. Backus Hospital, 220 NLRB 414, 415 (1975).

Pharmacy Clerks - St. Elizabeth's Hospital of Boston, 220 NLRB 325 n.1 (1975); William W. Backus Hospital, 220 NLRB 414, 415 (1975); Medical Arts Hospital of Houston, Inc., 221 NLRB 1017, 1018 (1975).

Ward Clerks - Sisters of St. Joseph of Peace, 217 NLRB 797 (1975); William W. Backus Hospital, 220 NLRB 414, 415 (1975); St. Luke's Episcopal Hospital, 222 NLRB 674, 677-78 (1976); Duke University, 226 NLRB 470, 471 (1976).

Finally, there are cases going both ways on whether the following classifications are business office clericals:

Admitting Clerks - Held BOCs: St. Catherine's Hospital of Dominican Sisters of Kenosha, 217 NLRB 787, 789 (1975);

Trumbull Memorial Hospital, 218 NLRB 796 (1975); St. Francis Hospital, 219 NLRB 963, 964 (1975); St. Claude General Hospital, 219 NLRB 991 (1975); St. Elizabeth's Hospital of Boston, 220 NLRB 325 (1975); Valley Hospital, Ltd., 220 NLRB 1339, 1343 (1975); Seton Medical Center, 221 NLRB 120 (1975); Medical Arts Hospital of Houston, Inc., 221 NLRB 1017 (1975); St. Luke's Episcopal Hospital, 222 NLRB 674, 676 (1976); Baptist Memorial Hospital, 225 NLRB 1165, 1168 (1976).  
Contra: William W. Backus Hospital, 220 NLRB 414, 415-416 (1975); Jewish Hospital of Cincinnati, 223 NLRB 614, 621 (1976) (finding admitting clerks to be hospital clericals rather than business office clericals).

**Billing Clerks - Held BOCs:** St. Catherine's Hospital of Dominican Sisters of Kenosha, 217 NLRB 787, 789 (1975); William W. Backus Hospital, 220 NLRB 414, 415 (1975).  
Contra: St. Luke's Episcopal Hospital, 222 NLRB 674, 677 (1976) (placing certain billing clerks in service and maintenance unit).

**Mail Clerks & Messengers - Held not BOCs:** St. Luke's Episcopal Hospital, 222 NLRB 674, 677-78 (1976); Jewish Hospital of Cincinnati, 223 NLRB 614, 622 (1976); Duke University, 226 NLRB 470, 471 (1976).  
Contra: Trumbull Memorial Hospital, 218 NLRB 796, 797 (1975); Seton Medical Center, 221 NLRB 120 (1975) (including mail clerks and messengers in BOC unit).

**Medical Education Clerks - Held not BOCs:** St. Elizabeth's Hospital of Boston, 220 NLRB 325 n.1 (1977); Baptist Memorial Hospital, 225 NLRB 1165, 1168-69 (1976).  
Contra: St. Francis Hospital, 219 NLRB 963, 964 (1975); St. Luke's Episcopal Hospital, 222 NLRB 674, 676 (1976) (finding RN and medical education clerks to be BOCs).

**Medical Records Clerks - Held Not BOCs:** St. Catherine's Hospital of Dominican Sisters of Kenosha, 217 NLRB 787, 790 (1975); Sisters of St. Joseph of Peace, 217 NLRB 797, 798 (1975); Gnaden Huetten Memorial Hospital, 219 NLRB 235, 236-7 (1975); Alexian Bros. Hospital, 219 NLRB 1122, 1123 (1975); St. Claude General Hospital, 219 NLRB 991, 992 (1975); William W. Backus Hospital, 220 NLRB 414, 415 (1975); Valley Hospital, Ltd., 220 NLRB 1339, 1343 (1975); Central General Hospital, 223 NLRB 110, 111 (1976); Baptist Memorial Hospital, 225 NLRB 1165, 1168 (1975); Morristown-Hamblen

Hospital Assoc., 226 NLRB 76, 79 (1976); Duke University, 226 NLRB 470, 471 (1976).

Contra: Seton Medical Center, 221 NLRB 120, 122 n. 21 (1975); St. Luke's Episcopal Hospital, 222 NLRB 674, 677 (1976) (excluding medical records clerks from service and maintenance unit).

Nursing Office Clerks - Held not BOCs: St. Elizabeth's Hospital of Boston, 220 NLRB 325 n.1 (1975); St. Luke's Episcopal Hospital, 222 NLRB 674, 677 (1976); Baptist Memorial Hospital, 225 NLRB 1165, 1168-69 (1976).  
Contra: Medical Arts Hospital of Houston, 221 NLRB 1017, 1018 (1975) (excluding nursing office clerks from service and maintenance unit).

Pastoral Care Clerks - Held BOCs: St. Luke's Episcopal Hospital, 222 NLRB 674, 676 (1976).  
Contra: Baptist Memorial Hospital, 225 NLRB 1165, 1167 (1976) (including chaplain's secretary in service and maintenance unit); Duke University, 226 NLRB 470, 471 (1976) (including chapel receptionist in service and maintenance unit).

Purchasing, Stockroom & Inventory Clerks - Held BOCs: Trumbull Memorial Hospital, 218 NLRB 796, 797 (1975); St. Francis Hospital, 219 NLRB 963, 964 (1975); William W. Backus Hospital, 220 NLRB 414, 415 (1975); Valley Hospital, Ltd., 220 NLRB 1339, 1343 (1975); Seton Medical Center, 221 NLRB 120 (1975); St. Luke's Episcopal Hospital, 222 NLRB 674, 676 (1976).

Contra: St. Catherine's Hospital of Dominican Sisters of Kenosha, 217 NLRB 787, 789-90 (1975); Alexian Bros. Hospital, 219 NLRB 1122, 1123 (1975); St. Elizabeth's Hospital of Boston, 220 NLRB 325 n.1 (1975); Jewish Hospital of Cincinnati, 223 NLRB 614, 622 (1976); Duke University, 226 NLRB 470 (1976).

Receptionists & Information-Desk Clerks - Held BOCs: St. Catherine's Hospital of Dominican Sisters of Kenosha, 217 NLRB 787, 789 (1975); Southwest Community Hospital, 219 NLRB 351, 353 (1975); William W. Backus Hospital, 220 NLRB 414, 415 (1975); Duke University, 226 NLRB 470 (1976).  
Contra: Trumbull Memorial Hospital, 218 NLRB 796, 797 (1975) (including all but one receptionist classification in service and maintenance unit); Jewish Hospital of Cincinnati, 223 NLRB 614, 621-22 (1976) (including information-desk clerks in service and maintenance unit).

V. ALL NONPROFESSIONAL EMPLOYEES, EXCEPT FOR TECHS, SKILLED MAINTENANCE, BOCS, AND GUARDS. This unit will generally include all service and maintenance employees. see 284 NLRB 1565-1566. This unit is analogous to the plantwide production and maintenance unit in the industrial sector and, as such, is the classical appropriate unit. 284 NLRB 1523, fn. 60. Newington Children's Hospital, 217 NLRB 793 (1975). Employees in this category generally perform manual and routine job functions, and are not highly skilled or trained. The following classifications have been held to be included:

Barbers - Baptist Memorial Hospital, 225 NLRB 1165, 1169 (1976).

Clerks (hospital clericals who work side by side with service and maintenance employees in various depts. performing clerical functions, i.e.; admitting; emergency room; radiology dept.; purchasing dept. clerk and typist; classified data input clerk) - William W. Backus Hospital, 220 NLRB 414, 415-416 (1975); Baptist Memorial Hospital, 225 NLRB 1165, 1167 (1976).

Hostesses (department of religion) - Baptist Memorial Hospital, 225 NLRB 1165, 1171 (1976).

Housekeeping employees - Gnaden Huetten Memorial Hospital, 219 NLRB 235, 236 (1975).

Librarian - William W. Backus Hospital, 220 NLRB 414, 418 (1975); Baptist Memorial Hospital, 225 NLRB 1165, 1173 (1976).

Manicurist - Baptist Memorial Hospital, 225 NLRB 1165, 1169 (1976).

Medical Record Clerical Employees - St. Lukes General Hospital, 220 NLRB 488, 489 (1975); Gnaden Huetten Memorial Hospital, 219 NLRB 235, 236 (1975); Sisters of St. Joseph of Peace, 217 NLRB 797 (1975); William W. Backus Hospital, 220 NLRB 414, 415 (1975).

Nurses Aides - Gnaden Huetten Memorial Hospital, 219 NLRB 235, 236.

Photographer-Cinematographer-Television Technician -  
Newington Children's Hospital, 217 NLRB 793, 795 (1975).

Physical Therapy Aides - Gnaden Huetten Memorial, 219 NLRB  
235, 236

Porter (hospital barber shop) - Baptist Memorial Hospital,  
225 NLRB 1165, 1169 (1976).

Printer - Baptist Memorial Hospital, 225 NLRB 1165, 1171  
(1976).

Psychiatric Activities Director (and Assistant) - Baptist  
Memorial Hospital, 225 NLRB 1165, 1169 (1976).

Recovery Room Technicians - Baptist Memorial Hospital, 225  
NLRB 1165, 1172 (1976).

Respiratory and Pulmonary Dept. Employees - Baptist Memorial  
Hospital, 225 NLRB 1165, 1172 (1976).

Secretaries (staffing, nursing office, liaison office, in-  
service education, office of the chaplain, to director of  
housekeeping, medical education, cardiac lab. secretaries and  
clericals, pulmonary and respiratory dept., medical,  
secretaries, medical transcribers) - Baptist Memorial  
Hospital, 225 NLRB 1165, 1167 (1976).

Technicians (darkroom; EKG; orthotic footwear; leather) -  
William W. Backus Hospital, 220 NLRB 414, 416 (1975);  
Barnert Memorial Hospital Center, 217 NLRB 775, 778 (1975);  
Newington Children's Hospital, 217 NLRB 793, 795 (1975).

Utilization Review Coordinator - Baptist Memorial Hospital,  
225 NLRB 1165, 1170 (1976). But see, Sec. II "All  
Professional, except RNS and physicians" (utilization review  
coordinator found to be professional in St. James Hospital of  
Newark, 248 NLRB 1045, 1046 (1980).  
Ward Clerks - Sisters of St. Joseph of Peace, 217 NLRB 797  
(1975).

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